

APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2014

Salary and Wage Positions

(#) = See footnote - end of Comp. Table

Salaried Positions

	Steps	I	II	III	IV	V	VI	VII
		Start	6 months	18 months	30 months	42 months	54 months	66 months
	Chief Appraiser	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
	Chief of Fire	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
2	Chief of Police	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
	Director of Finance/Accountant	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
	Director of Planning & Development	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
	Director of Public Works	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
	Director of Assessors	55,805.69	58,037.92	60,359.44	62,773.82	65,284.77	67,896.16	70,612.01
2	Health Agent	55,805.69	58,037.92	60,359.44	62,773.82	65,284.77	67,896.16	70,612.01
2	Health Inspector	55,805.69	58,037.92	60,359.44	62,773.82	65,284.77	67,896.16	70,612.01
2	Public Health Nurse	55,805.69	58,037.92	60,359.44	62,773.82	65,284.77	67,896.16	70,612.01
1	Treasurer-Collector	55,805.69	58,037.92	60,359.44	62,773.82	65,284.77	67,896.16	70,612.01
	Council on Aging Director	47,289.01	49,180.57	51,147.79	53,193.70	55,321.45	57,534.31	59,835.68
1	Emergency Center Supervisor	47,289.01	49,180.57	51,147.79	53,193.70	55,321.45	57,534.31	59,835.68
	Recreation Director	47,289.01	49,180.57	51,147.79	53,193.70	55,321.45	57,534.31	59,835.68
	Town Accountant (vacant)	47,289.01	49,180.57	51,147.79	53,193.70	55,321.45	57,534.31	59,835.68
2	Building/Zoning Inspector	40,089.15	41,692.72	43,360.43	45,094.85	46,898.64	48,774.59	50,725.57
	Conservation Coordinator	40,089.15	41,692.72	43,360.43	45,094.85	46,898.64	48,774.59	50,725.57
9	CPA Coordinator	40,089.15	41,692.72	43,360.43	45,094.85	46,898.64	48,774.59	50,725.57
	Planning Coordinator	40,089.15	41,692.72	43,360.43	45,094.85	46,898.64	48,774.59	50,725.57

Hourly Waged Positions

	Steps	I	II	III	IV	V	VI	VII
		Start	6 months	18 months	30 months	42 months	54 months	66 months
	Asst. to the Town Manager	20.13	20.94	21.78	22.65	23.56	24.50	25.48
	Assistant Town Accountant	21.71	22.58	23.48	24.42	25.40	26.42	27.48
	Assistant Treasurer/Collector	21.71	22.58	23.48	24.42	25.40	26.42	27.48
	Facilities Maintenance Technician	19.99	20.79	21.62	22.48	23.38	24.32	25.29
	Social Services Specialists	17.22	17.91	18.63	19.38	20.16	20.97	21.81
8	Animal Control Officer	15.28	15.89	16.53	17.19			
	Clerk/Typist	15.47	16.09	16.73	17.40			
	Custodian	16.18	16.83	17.50	18.20			
	Emergency Center Dispatcher (P/T)	16.18	17.15	18.18	19.27			
	Fire Equipment Mechanic	23.76	24.71	25.70	26.73			
	Matron	17.55	18.60	19.72	20.90			
	Reserve Patrolman	17.55	18.60	19.72	20.90			
	Fire EMT Stipend (weekly rate)	50.00						

Call Firefighters

Rank	Hourly Wage	Certified 5%					
Deputy Chief	25.97	27.27					
Captain	24.06	25.26					
Lieutenant	22.12	23.23					
Inspector; Electrical/Building	22.12	n/a					
Firefighter w/ CPR 1st. Responder	19.23	20.19					
Probationary Firefighter	16.35	n/a					

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Collective Bargaining Unions

Administrative Union - Hourly Compensation table established by Union Contract. Negotiations in progress.

Steps	I	II	III	IV	V	VI	VII
	Start	6 months	18 months	30 months	42 months	54 months	66 months
Administrative Assts. - Grade I	16.74	17.41	18.11	18.83	19.58	20.36	21.17
Administrative Assts. - Grade II	17.91	18.63	19.38	20.16	20.97	21.81	22.68

DPW Union - Hourly Compensation table established by Union Contract.

7/1/2013 - 1% Increase

Steps	I	II	III	IV	V		
	Start	9 months	21 months	33 months	45 months		
Foreman	21.69	22.56	23.46	24.40	25.38		
Mechanic	21.69	22.56	23.46	24.40	25.38		
Plant Operator - Primary	21.69	22.56	23.46	24.40	25.38		
Foreman 2	19.81	20.60	21.42	22.28	23.17		
Plant Operator - Secondary	19.47	20.25	21.06	21.90	22.78		
Heavy Equipment Operator	18.82	19.57	20.35	21.16	22.01		
Truck Driver/Laborer	17.52	18.22	18.95	19.71	20.50		

1/1/2014 - 1% Increase

Steps	I	II	III	IV	V		
	Start	9 months	21 months	33 months	45 months		
Foreman	21.91	22.79	23.70	24.65	25.64		
Mechanic	21.91	22.79	23.70	24.65	25.64		
Plant Operator - Primary	21.91	22.79	23.70	24.65	25.64		
Foreman 2	20.01	20.81	21.64	22.51	23.41		
Plant Operator - Secondary	19.66	20.45	21.27	22.12	23.00		
Heavy Equipment Operator	19.01	19.77	20.56	21.38	22.24		
Truck Driver/Laborer	17.70	18.41	19.15	19.92	20.72		

Firefighter Union - Hourly Compensation table established by Union Contract. Negotiations in progress.

Steps	I	II	III	IV	V	VI	VII
	Start	6 months	18 months	30 months	42 months	54 months	66 months
Asst. Fire Inspector/Firefighter	16.70	17.37	18.06	18.79	19.54	20.32	21.13
Firefighter/Operator	16.70	17.37	18.06	18.79	19.54	20.32	21.13
Fire Inspector	21.45	22.30	23.20	24.12	25.09	26.09	27.14

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Police Union - Hourly Compensation table established by Union Contract. Negotiations in progress.

	Steps	I	II	III	IV	V	VI	VII
	Upon completion of years of service	0	1 yrs.	5 yrs.	10 yrs.	15 yrs.	20 yrs.	25 yrs.
Employees Hired Prior to 7/1/2010								
6 & 7	W/O College Degree	19.70	24.12	24.72	25.32	25.93	26.53	26.89
6 & 7	BA/BS	23.65	28.94	29.66	30.39	31.11	31.83	32.27
6 & 7	MA/MS	24.63	30.15	30.90	31.65	32.41	33.16	33.62
Employees Hired After 7/1/2010								
6 & 7	W/O College Degree	19.70	24.12	24.72	25.32	25.93	26.53	26.89
6 & 7	BA/BS	21.67	26.53	27.19	27.85	28.52	29.18	29.58
6 & 7	MA/MS	22.17	27.13	27.81	28.49	29.17	29.84	30.25

Police & Fire Signal Operator Union - Weekly Comp. table established by Union Contract.

7/1/2013 - 1% Increase

	Steps	I	II	III	IV	V	VI	VII
		Start	6 months	18 months	36 months	48 months	60 months	72 months
5	Dispatcher (Weekly rates)	644.80	683.60	724.80	768.40	799.20	831.20	864.40
	Dispatcher (Hourly rates)	16.12	17.09	18.12	19.21	19.98	20.78	21.61
4	EMD Stipend (Weekly rate)	30.00						

1/1/2014 - 1% Increase

	Steps	I	II	III	IV	V	VI	VII
		Start	6 months	18 months	36 months	48 months	60 months	72 months
5	Dispatcher (Weekly rates)	651.20	690.40	732.00	776.00	807.20	839.60	873.20
	Dispatcher (Hourly rates)	16.28	17.26	18.30	19.40	20.18	20.99	21.83
4	EMD Stipend (Weekly rate)	30.00						

Other

	Elected/Appointed Positions (MGL 41 s.108 & 108A)	Annual Salary
1	Town Manager	132,000.75
	Chief of Police	118,800.68
	Town Clerk (Elected)	59,836.20
	Selectmen/Chairman	3,225
	Board of Assessors/Chairman	2,878
	Selectmen/Members	2,852
	Board of Assessors/Members	2,150
	Board of Appeals/Chairman	1,648
	Board of Health/Chairman	856
	Board of Health/Members	485

Inspectional Services	Annual Pay
Building/Zoning Inspector	26,000
Plumbing/Gas Inspector	13,147
Electrical Inspector	13,147
Animal Inspector	3,999
Sealer of Weights & Measures	1,845
Asst. Plumbing/Gas Inspector	809
Asst. Electrical Inspector	809
Asst. Building Inspector	809

Professional Stipends	Annual Rate
Animal Pick-Up (Deceased)	2,400
Animal Control Officer/Wildlife	2,400
Dog Officer	2,400
Call Fire Deputy Chief	1,500
EMD Certification (ECO Supervisor)	1,500
EMT Certification (Police Officers)	1,500
Harbormaster	1,200
Cert. Treas/Collector & Town Clerk	1,000
Call Fire Captain	750
Call Fire Training Officer	500

Contract Rates - Part-time	Contract Rate
MIS Systems Analyst (annually)	30,013
Health Agent (hourly)	46.30

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11	Occasional Help	Range of Compensation	
	Registrar of Voters <i>(annually)</i>	298.00	
	Poll Worker <i>(hourly)</i>	8.00	10.00
	General Clerical <i>(hourly)</i>	8.00	10.88
	Laborer: Light Work <i>(hourly)</i>	8.00	11.96
	Recreation Instructor <i>(Hourly or per Class)</i>	8.00	80.00
	Seasonal Recreation Help <i>(hourly)</i>	8.00	20.00
	Senior Work-Off Program <i>(hourly)</i>	8.00	

Legend:

- 1 Position receives a "Professional Stipend"
- 2 Differs from Wage and Salary table; see "OTHER" section at the end of Compensation Table.
- 3 Less than full-time. Hourly wage is based on annual salary from table calculated on a 37.5 hr. work week.
- 4 Dispatchers who hold Emergency Medical Dispatch Certification.
- 5 The ECO Dispatcher's base pay differential for evening (3p.m. to 11p.m.) is 5% and nights (11p.m. to 7a.m.) is 7%.
- 6 The Patrolman's base pay differential for evening (4p.m. to 12a.m.) is 5% and nights (12a.m. to 8a.m.) is 7%.
- 7 Lieutenants shall receive 25% more than the corresponding patrolman's rate. Sergeants and Inspectors shall receive 15% more than the corresponding patrolman's rate.
- 8 Compensation paid by stipend. See Stipend Table.
- 9 Funded by Community Preservation Act -Administration.
- 10 Funded through Elder Affairs Grant.
- 11 Annual Wage not to exceed \$1,000.00 per household. Hourly rate based on minimum wage.